



Missouri Department of Labor and Industrial Relations





Governor Matt Blunt
State of Missouri

“The state of Missouri honors the integrity of its labor force and promotes secure and healthy working conditions for all employees. The Missouri Department of Labor and Industrial Relations shall continue their commitment to workplace safety in an effort to reduce the number of workplace accidents and fatalities.”

Director Nimrod “Rod” Chapel
Missouri Department of Labor and Industrial Relations

“The American Dream is consistent and pervasive. It is an ideology that at its core envisions young, old and people from all walks of life working for not just survival, but with hope of prosperity. The Department of Labor and Industrial Relations tries to ensure that everyone who wants to work can, that they can do so in a safe workplace free from discrimination, and if they get injured or find themselves unemployed through no fault of their own, that they have a basic economic safety net.



What follows is some fundamental information about the Department of Labor and Industrial Relations and its programs, names and phone numbers of persons you can rely on to translate those programs into workable solutions for you, your company, and the state of Missouri. If we at the Department can at any time be of assistance, please call upon us. We are here and working to serve you.”

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Guiding Principles

*V*ision

Ensure Missouri has safe workplaces free from discrimination, an economically secure workforce and provide the most efficient services to those that do business with us.

*M*ission

The Missouri Department of Labor and Industrial Relations promotes economic security, safe and healthy workplaces, as well as protects wage earners and individuals against discrimination by improving working conditions, enforcing labor and anti-discrimination laws, and helping those unemployed, injured on the job or victims of crime.

*V*alues

Leadership: Be the front runner in administering state and federal laws regarding employer and employee rights and responsibilities.

Partnerships: Collaborate with federal, state, and local partners and employees, other governmental agencies, communities and customers to provide the best environment for all who work in Missouri.

Accountability: Streamline programs and services to provide Missourians with exceptional service in the most cost-efficient manner.

Inventiveness: Provide the most innovative, creative and hassle-free services to Missouri citizens.

Important Telephone Numbers



EMPLOYEE

Unemployment Insurance

(To file for benefits or to get claims information)

Toll Free: **800-320-2519**

or locally at: Jefferson City: **573-751-9040**

Kansas City: **816-889-3101**

Springfield: **417-895-6851**

St. Louis: **314-340-4950**

Workers' Compensation

Employee Information Line:

800-775-2667

EMPLOYER

Unemployment Insurance

Unemployment Insurance

Tax/Appeal Information:

573-751-3215

Unemployment State Tax

Automated Reporting (USTAR):

573-751-1995

Workers' Compensation

Employer Information Line:

800-837-6069

ALL INQUIRIES



Wage and Hour Information

(Questions regarding lunch, breaks, vacation pay, overtime and more)

Workplace Safety and Health Information

Prevailing Wage Information

573-751-3403

Discrimination Claims

(Discrimination in Employment, Housing and Public Accommodations)

573-751-3325

Appeal Information

(Highest level appeal information regarding unemployment insurance, workers' compensation, crime and tort victims, as well as prevailing wage)

573-751-2461

Crime Victims Claims

573-526-6006

Labor and Industrial Relations Commission

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3315 West Truman Boulevard
P.O. Box 599

Jefferson City, MO 65102-0599

Telephone: 573-751-2461

Fax: 573-751-7806

Home page: www.dolir.mo.gov/lirc

E-mail: lirc@dolir.mo.gov

The Labor and Industrial Relations Commission is composed of three members. Each commissioner is appointed to staggered six-year terms by the governor with the advice and consent of the Senate. One

member of the Commission, William Ringer, a licensed Missouri attorney, who is qualified by reason of previous activities and interests, shall represent the public. Another member, Alice Bartlett, shall be classified as a representative of the employer and the remaining member, John Hickey, shall be classified as representative of the employee. The governor designates a member of the Commission as chair. Historically, the representative of the public has been designated and confirmed as chair of the Commission. The present designee as chair is also the public member designee of the Commission.

The Commission hears appeals from decision and awards in workers' compensation, unemployment compensation, crime victims' compensation and tort victims' compensation cases, at the highest administrative level. In addition to these appellate duties, the Commission hears and decides prevailing wage disputes. The Commission is charged with the statutory authority to approve or disapprove all rules or regulations promulgated by the Divisions within the Department.

The Commission has the responsibility of determining an appropriate bargaining unit of public employees, based on their community of interests. It also conducts secret ballot elections to determine majority status.

The Commission nominates and the governor appoints, subject to the advice and consent of the Senate, a director of the Department of Labor and Industrial Relations to be the chief administrative officer.

Division of Labor Standards

3315 West Truman Boulevard
P.O. Box 449
Jefferson City, MO 65102-0449
Telephone: 573-751-3403
Fax: 573-751-3721
Home page: www.dolir.mo.gov/lr
E-mail: laborstandards@dolir.mo.gov

The Division of Labor Standards consists of four sections:

1. Wage And Hour
2. On-Site Safety And Health Consultation
3. Mine And Cave Safety And Health
4. Workers' Safety

The Division's On-Site Safety, Mine Consultation and Workers' Safety sections strive to reduce work-related injuries, illnesses and fatalities by educating and training employers

and employees on their rights and responsibilities under Missouri and federal labor laws. The Division performs consultations and inspections where job hazards are identified by division employees. The Division's programs assist Missouri's employers and employees in operating healthful and profitable businesses. Free on-site safety and health consultations are provided for Missouri employers with up to 250 employees at a facility and 500 employees total.

The Division administers Missouri's Child Labor and Prevailing Wage laws. The Division assists employers to ensure children's safety, health, morals, educational processes and general well being. In addition, the Division is responsible for compiling wage surveys and conducts investigations to assure the prevailing wage law is followed.

Also, Labor Standards helps Missourians obtain correct information regarding wages, hours, vacations, lunches, hiring and more. Employers and employees are provided information on their workplace rights and responsibilities. In January 2007, Missouri's minimum wage law was changed, increasing the rate per hour from \$5.15 to \$6.50. The Division is responsible for educating the public and investigating complaints regarding the new law.

Division of Workers' Compensation

3315 West Truman Boulevard
P.O. Box 58

Jefferson City, MO 65102-0058

Telephone: 573-751-4231

Fax: 573-751-2012

Home page: www.dolir.mo.gov/wc

E-mail: workerscomp@dolir.mo.gov

The Division of Workers' Compensation works with employers and employees regarding workplace injuries and illnesses. Many Missouri employers are required by law to carry workers' compensation insurance for employees. Workers' compensation

insurance provides financial assistance to workers injured on the job. The Division helps ensure that those injured workers receive appropriate medical treatment and payment of compensation for lost wages.

The Division also provides prompt and equitable resolution of disputes in cases of work-related injuries and occupational diseases. Mediation services are provided to help employers and employees resolve disputes about medical treatment and lost wages. This helps prevent costly depositions or formal hearings.

To ensure compliance with workers' compensation laws, the Fraud and Noncompliance Unit conducts confidential investigations of all allegations of workers' comp fraud and noncompliance on the part of employees, healthcare providers and employers, including situations when an employer fails to carry required workers' compensation insurance (noncompliance). If fraud or noncompliance is evident, the case is referred to the Office of the Attorney General for prosecution.

The Division's Crime Victims' Compensation program provides wage replacement benefits and medical cost reimbursement to victims of violent crime and the Tort Victims' Compensation program awards financial compensation to uncompensated victims of non-criminal personal injuries.

Division of Employment Security

Unemployment Insurance programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers bolster the economy of the state during periods of economic recession by helping maintain the level of consumer purchasing power.

The Division of Employment Security provides payment of unemployment insurance benefits to workers who become unemployed through no fault of their own. Eligible individuals may qualify for up to 26 weeks of unemployment compensation. One goal of the Division is to promptly supply payments of unemployment benefits to eligible claimants. Individuals may file claims by telephone or via the Internet.

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P.O. Box 59
Jefferson City, MO 65104-0059
Telephone: 573-751-3215
Fax: 573-751-4945
Home page: www.dolir.mo.gov/es
Claimant E-mail: esuiclaims@dolir.mo.gov
Employers E-mail: esemptax@dolir.mo.gov
Appeals E-mail: appealstribunal@dolir.mo.gov

Payment of benefits under the regular program are made from a trust fund supported by contributions from employers and payments by certain governmental and nonprofit employers who reimburse in lieu of paying contributions. No part of the contribution is deducted from a worker's wages.

The Division collects contributions from Missouri employers for the payment of weekly unemployment benefits to qualified claimants. The Division of Employment Security ensures that employers are reporting their workers' wages and paying the correct contributions on those wages.

An independent appeals tribunal hears and decides appeals arising from determinations made by Division of Employment Security deputies in unemployment benefits cases. Referees conduct hearings and issue written decisions in regular unemployment insurance benefit appeals, appeals involving the tax liability of an employer and other special unemployment insurance programs.

Missouri Commission on Human Rights

3315 West Truman Boulevard

P.O. Box 1129

Jefferson City, MO 65102-1129

Telephone: 573-751-3325 (Jefferson City)

314-340-7590 (St. Louis)

Fax: 573-751-2905

Home page: www.dolir.mo.gov/hr

E-mail: mchr@dolir.mo.gov

The 11-member Commission provides equitable and timely resolutions of discrimination claims through enforcement of the Missouri Human Rights Act. It develops, recommends and implements ways to prevent and eliminate discrimination in the workplace, public accommodations and housing. Discrimination based on race, color, religion, national origin, ancestry, sex, physical/mental disability, age and familial status is prohibited by the Act.

Any person has the right to file a written complaint of unlawful discrimination with the Commission on Human Rights. The Commission reviews and investigates the complaint and makes a determination whether there is probable cause to believe discrimination has occurred. If discrimination is found, conciliation is attempted. If the complaint is not resolved in conciliation, a public hearing may take place to adjudicate the matter.

The Commission also offers training to public and private employers, organized groups, school districts and housing providers on topics such as sexual harassment prevention, cultural sensitivity, disability sensitivity and fair housing information.

Speakers Bureau

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*Do you need a
speaker for a seminar or
business meeting?*

*Are you
interested in
training for
your
company?*

The Missouri Department of Labor and Industrial Relations offers speakers that can provide seminars and training for your business or organization on the following topics:

Child Labor Laws
Cultural Sensitivity
Disability Awareness
Fair Housing
Mine and Cave Safety and Health
OSHA Regulations and Inspection Procedures
Prevailing Wage Laws
Sexual Harassment Prevention
Unemployment Contributions/Taxes
Unemployment Insurance

For more information or to schedule a speaker please contact 573-751-7500
or e-mail publicaffairs@dolir.mo.gov.

Labor Posters Required by State Government

Is your business required by law to post labor posters?

To find out visit www.dolir.mo.gov/posters2.htm or call 573-751-3194.

Posters may be obtained from the Missouri Department of Labor and Industrial Relations at no charge.

Various state and federal laws require employers to display certain posters for the benefit of employees in order to inform them of key provisions in the law.

The following mandatory labor posters are available:

- Notice to Workers Concerning Unemployment Insurance
- Workers' Compensation
- Discrimination in Employment, Housing, Public Accommodations
- Youth Employment List (for those that employ youth under the age of 16)

Mandatory posters required by the U.S. Department of Labor may be obtained at <http://www.dol.gov/osbp/sbrefa/poster/matrix.htm>.

Missouri

Department of
Labor and Industrial Relations

Agencies

Labor and Industrial Relations Commission 573-751-2461

Division of Labor Standards 573-751-3403

Division of Workers' Compensation 573-751-4231

Division of Employment Security 573-751-3215

Commission on Human Rights 573-751-3325

Visit

Learn More About Our Services

Us

At www.dolir.mo.gov

Online.

**Missouri Department of Labor
and Industrial Relations**

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